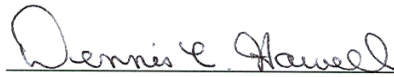


adopted a Severance Policy for Salaried Exempt and Non-Exempt Employees. (Am. Compl. ¶ 7.) In addition, Defendant submitted a copy of the written Severance Policy at issue. (Ex. A to Def.'s Resp. to Show Cause.) Accordingly, the Court is satisfied that this dispute concerns the application of a written severance plan and not an oral employment agreement between the parties. Defendant, therefore, has satisfied its burden of responding to the Court's Show Cause Order. To the extent that Plaintiff raises additional issues in its one and a half page response to the Court's Show Cause Order, the Court declines to address those issues at this time because no motion to remand is pending before the Court.

Signed: September 20, 2011

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Dennis L. Howell
United States Magistrate Judge

